



# Utah State Hospital

## USH ANNOUNCES RIBBON CUTTING CEREMONY

Mark I. Payne Building  
&  
Mountain Springs Pediatric Treatment Center

Thursday, June 12<sup>th</sup>  
10:30 AM

## 2014 – Out of the Gate Running!!!

2014 did not leave us with too much rest after the Holidays. As an encore to our “Top Performer Award”; The Joint Commission showed up in January as part of our every three year Survey. As expected, the Hospital had a very successful Joint Commission survey. Everyone did an amazing job. I have been through many surveys and this was the most successful I have experienced in 30 years. The Surveyors were extremely impressed with the Friendly, Professional, Competent and Caring Staff throughout the hospital. One Surveyor made the comment that they see hospitals of all levels of quality and we are the Best of the Best. We can be very proud to start the year off with such a Bang!!!

The Legislature was also very successful. The hospital received great support from our Community Partners and Advocates. We received approval for our Building Block of \$1.2M to replace the decrease in Medicaid funds we are experiencing. This allows us to maintain at the current level of operation. We will be ready to submit another Building Block for the next Legislative Session. Our request landed in one of the top spots for the Health and Human Services Appropriations Committee. This is a strong indicator of the value USH has to the Mental Health Service Delivery System.

As most of you can tell, the new buildings are almost complete. The next couple of months will be finish work, installing furniture and completing the landscaping. These gorgeous buildings reflect the support we have from our State to continue providing our patients with a beautiful therapeutic environment and support the infrastructure needs of our campus. The Youth Center School and YC Pediatric Staff will move in towards the end of April so that the Youth Center can be demolished. The Ribbon Cutting will be on June 12<sup>th</sup> and then all the Staff and patients from the Pediatric Units and MS Building can move in. The MS Building will be demolished starting in July 2014 if all goes as planned.

You may have also noticed construction going on next to the Warehouse. This is a new Laundry and Recreation Therapy Storage Building. This should be completed by May / June 2014 and then we will demolish the old Red Laundry Building.

If all that isn't keeping your head spinning, we are just completing our Annual Mandatory Training with our new e-learning program – Lectora. I hope you will feel free to give feedback to your supervisors regarding this experience. How did you like the new format? Was it more efficient than scheduling classes? Did you like having the flexibility? Do you have suggestions for us on how to improve this year's training? We hope that you found it helpful and worthwhile. We appreciate your input.

We also launched our new Hospital Wide Patient Care Training Videos in February. You should have all watched the “Philosophy of Care” Training. We are excited to continue this and will begin the next video showing after Mandatory Training is complete. Don't worry! We will give you all a chance to take a breath.

As you can see, A Lot Is Going On!!! The bottom line... we are carrying out our mission to Provide Excellent Care in a Safe and Respectful Environment... and we are doing a great job! We are so proud of our USH Staff and Programs. Your commitment to our patients and professionalism is a beacon to psychiatric hospitals around the country. “May we instill Hope in those we treat that they too may accomplish their dreams!”

~Dallas Earnshaw, Superintendent

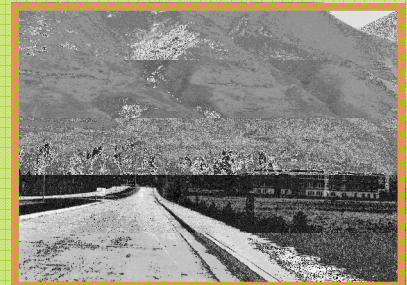
## 1925 APA Standards for Mental Hospitals - How did we do?

This past January the Utah State Hospital completed another successful Joint Commission Survey. However, in 1925 when the American Psychiatric Association (APA) set the first standards for mental hospitals, USH, like most of the state hospitals across the country found them difficult if not impossible to meet.

While the standards that were set in 1925 continued to be reaffirmed by the APA through the 1930's, Albert Deutsch, author of the book, "The Mentally Ill America", published in 1936, noted that "modest though these minimum requirements may seem, only a small proportion of our public hospitals for the mentally ill can be said to meet all of these minimum standards." It would be a long time before USH, as well as most state hospitals, could meet the most basic of those standards.

Here are some of the standards set for the modern state hospital in 1925:

1. The chief executive office must be a well-qualified physician and experienced psychiatrist whose appointment and removal shall not be controlled by partisan politics.
2. The positions and administrations of the institution must be free from control for the purposes of partisan politics.
3. There must be an adequate medical staff of well-qualified physicians, the proportion to total patients to be not less than 1 to 150 in addition to the superintendent, and to the number of patients admitted annually not less than 1 to 40. There must be one or more full-time dentists.
4. There must be a staff of consulting specialists at least in internal medicine, general medicine, general surgery, organic neurology, diseases of the eye, ear and throat, and radiology, employed under such terms as will ensure adequate services.
5. The patients must be classified in accordance with their mental and physical condition with adequate provisions for the special requirements for the study and treatment of the cases in each class, and the hospital must not be so crowded as to prevent adequate classification and treatment.
6. The classification must include a separate reception and intensive study and treatment department or building, a special unit for acute physical illnesses and surgical conditions, and separate units for the tuberculosis, and the infirm and bedfast.
7. The hospital must be provided with a clinical and pathological laboratory, equipped and manned in accordance with the minimum standards recommended by the Committee on Pathological Investigation.
8. The hospital must be provided with adequate X-ray equipment and employ a well-qualified radiologist.
9. There must be a working medical library and journal file.
10. The treatment facilities and equipment must include:
  - a. A fully equipped surgical operating room.
  - b. A dental office supplied with modern dental equipment.
  - c. Tubs and other essential equipment for hydrotherapy operated by one or more specially trained physiotherapists.
  - d. Adequately equipped examination rooms for the specialties in medicine and surgery required by the schedule.
  - e. Provisions for occupation therapy and employment of specially trained instructors.
  - f. Adequate provisions for recreation and social entertainment.
11. There must be one or more out-patient clinics conducted by the hospital in addition to any on the hospital premises. An adequate force of trained social workers must be employed.
12. There must be an adequate nursing force, in the proportion to total patients of not less than 1 to 8, and to the patients of intensive treatment and acute sick and surgical units of not less than 1 to 4. Provisions must be made for adequate systematic instruction and training of members of the nursing force.



Hyde & Main USH Building, 1925

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13. Mechanical restrain and seclusion, if used at all, must be under strict regulations and a system of control and record by the physicians, and must be limited to the most urgent conditions.

One of many of the “minimum standards” that we were unable to meet included the “adequate force of trained social workers.” The hospital did not employ a social worker until 1936 and he functioned as both a social worker and psychologist. He did not receive his master’s degree until 1948. The 1 to 150 ratio of patients to physicians was not even close since in 1936 the patient population was 1,095 and the hospital had three physicians, not including the superintendent. That made the ratio 1 to 365. The first psychiatrist hired was Superintendent Garland Pace in 1933.



Staff & Patient Lawn

Although employment was an important part of both the functioning of the institution as well as for treatment, it would be 1952 before the first trained occupational therapist was hired. The first dentist arrived in 1918 but it was the early 1940’s before we had a regular, full-time dentist. There is no mention of any trained nurses until 1934 when the position of matron was changed to supervising nurse; however none of the attendants were listed as having any nursing training. In 1942, the title of supervising nurse was changed to Director of Nursing Services. It is interesting to note that even though there was a director of nursing services, no nursing services reports were listed along with other hospital departments as part of the required report to the governor until 1956. That report listed eleven registered nurses,

one secretary and 244 attendants for 1,500 patients.

The standard for a separate building for surgery and communicable diseases was not realized until the completion of the Medical Surgical building in 1955. Training of staff continued to be limited and out-patient clinics were only a great notion until the 1950’s. And, like most state hospitals, overcrowding was a constant challenge. It was not unusual for up to fifty patients to be crowded into one dorm room. Partisan politics was alive and well until the 1960’s.

There were a few of the standards that we were able to meet, including the limited and regulated use of restraints, an adequate hydrotherapy department with a trained physiotherapist and the provision for recreation and social entertainment.

Many of those early standards seem simple compared to those we meet today and most hospitals no longer provide surgical services. However with very limited funds, unavailable qualified staff and the out of sight, out of mind attitudes of the general public, it would be the 1960’s before many of those standards that were still relevant would be met.

*Janina Chilton, Historian*

## International Day

This year we are starting our BBQ season off with a new twist—“International Day”.

On May 13, 2014, we will be having a mouth-watering feast from 3 different cultures. The Food Service staff; including our Dietetic Intern—Kelsey Hancock, are putting together a variety of foods from their different cultures for your tasting pleasure.

We also ask that you give us your suggestions for next year’s International Day festival—we would like to have recipes, menus and decorating ideas so that we may represent the various cultures of the patients and staff that are here at USH. We will have a box that you can leave suggestions in at the BBQ or you can email me at [djmiller@utah.gov](mailto:djmiller@utah.gov), call (801) 344-4207 or drop by my office.

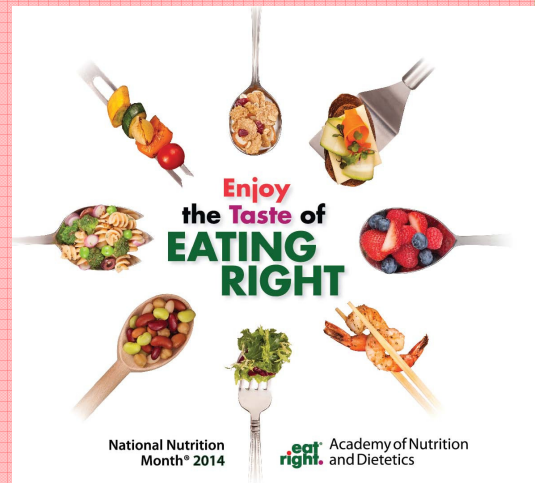
We hope that you enjoy this change in pace and come and enjoy the meal.

*~Darla Miller*

# 14 Health Tips for 2014

Dedicate yourself to a healthy lifestyle in 2014 with these food, nutrition and exercise tips:

1. **Eat Breakfast** - There's no better way to start your morning than with a healthy breakfast. Include lean protein, whole grains, fruits and vegetables. Try oatmeal cooked with low-fat milk, sliced almonds and berries, or top a toaster waffle with low-fat yogurt and fruit. Find more quick breakfast ideas at [www.eatright.org/nutritiontipsheets](http://www.eatright.org/nutritiontipsheets).
2. **Make Half Your Plate Fruits and Vegetables** - Fruits and veggies add color, flavor and texture plus vitamins, minerals and fiber to your plate. Make 2 cups of fruit and 2 ½ cups of vegetables your daily goal. Don't let winter stop you from enjoying produce. It may be harder to find fresh options, but frozen and canned are great alternatives. See "20 Ways to Enjoy More Fruits and Vegetables" at [www.eatright.org/nutritiontipsheets](http://www.eatright.org/nutritiontipsheets).
3. **Watch Portion Sizes** - Do you know if you're eating the proper portion size? Get out the measuring cups and see how close your portions are to the recommended serving size. Using smaller plates, bowls and glasses can help you keep portions under control. Use half your plate for fruits and vegetables and the other half for grains and lean meat, poultry, seafood or beans. To complete the meal, add a glass of fat-free or low-fat milk or a serving of fat-free yogurt for dessert. Visit [www.choosemyplate.gov](http://www.choosemyplate.gov).
4. **Be Active** - Regular physical activity lowers blood pressure and helps your body control stress and weight. Start by doing what exercise you can for at least 10 minutes at a time. Children and teens should get 60 or more minutes of physical activity per day, and adults should get two hours and 30 minutes per week. You don't have to hit the gym—take a walk after dinner or play a game of catch or basketball.
5. **Fix Healthy Snacks** - Healthy snacks can sustain your energy levels between meals. Whenever possible, make your snacks combination snacks. Choose from the MyPlate food groups: whole grains, fruits, vegetables, low-fat or fat-free dairy, lean protein or nuts. Try low-fat yogurt with fruit, whole-grain crackers with low-fat cheese, or a small portion of nuts with an apple or banana. For more snack ideas, see "25 Healthy Snacks for Kids" and "Smart Snacking for Adults and Teens" at [www.eatright.org/nutritiontipsheets](http://www.eatright.org/nutritiontipsheets).
6. **Get to Know Food Labels** - Ever wonder about what the numbers in the Nutrition Facts panel really mean? Or, the difference between "reduced fat" and "low fat"? The Food and Drug Administration has strict guidelines on how food label terms can be used. To learn more about food labels, see "Shop Smart – Get the Facts on Food Labels" at [www.eatright.org/nutritiontipsheets](http://www.eatright.org/nutritiontipsheets).
7. **Consult a Registered Dietician** - Whether you want to lose weight, lower your cholesterol or simply eat better, consult the experts! Registered dietitians can help you by providing sound, easy-to-follow personalized nutrition advice and put you on the path to losing weight, eating well and reducing your risk of chronic disease. Learn more about RDs at [www.eatright.org/RD](http://www.eatright.org/RD).
8. **Follow Food Safety Guidelines** - The Centers for Disease Control and Prevention estimates that roughly one in six Americans gets sick from foodborne disease each year. Reduce your chances of getting sick by practicing proper hand washing. Separate raw meat, poultry and seafood from ready-to eat foods like



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- bread and vegetables. Use a food thermometer to make sure food is properly cooked. Refrigerate food quickly at a proper temperature to slow bacteria growth. Learn more about home food safety at <http://homefoodsafety.org>.
8. Get Cooking - Cooking at home can be healthy, rewarding and cost-effective. Resolve to learn some cooking and kitchen basics, like how to dice an onion or how to store herbs and spices. The collection of How do I... videos at [www.eatright.org/howdoi](http://www.eatright.org/howdoi) will get you started.
  9. Dine Out without Ditching Your Goals - You can dine at a restaurant and stick to your healthy eating plan! The key is to plan ahead, ask questions and choose foods carefully. Think about nutritious items you can add to your plate—fruits, veggies, lean meat, poultry or fish—and look for grilled, baked, broiled or steamed items. See “Healthy Eating on the Run” at [www.eatright.org/nutritiontipsheets](http://www.eatright.org/nutritiontipsheets).
  10. Enact Family Meal Time - Research shows that family meals promote healthier eating. Plan to eat as a family at least a few times each week in 2014. Set a regular mealtime. Turn off the TV, phones and other electronic devices to encourage mealtime talk. Get kids involved in meal planning and cooking and use this time to teach them about good nutrition. For more family mealtime tips, visit [www.kidseatright.org](http://www.kidseatright.org).
  11. Banish Brown Bag Boredom - Whether it's a brown bag lunch for work or school, make it a healthy lunch packed with nutrition. Prevent brown bag boredom with these healthy lunch ideas. They're easy to fix the night before and ready to go in the morning. Try whole-wheat couscous with chick peas or black beans; whole-wheat tortilla filled with chicken, mushrooms, onions and tomatoes; baked potato topped with broccoli, low-fat cheddar cheese and salsa; or spinach salad with sliced pear, red onion and low-fat feta cheese. Keep lunches safe with tips from <http://homefoodsafety.org>.
  12. Drink More Water - Our bodies depend on water to regulate temperature, transport nutrients and oxygen to cells, carry away waste products and more. For generally healthy people who live in temperate climates, the Dietary Reference Intakes from the Institute of Medicine recommend a total daily beverage intake of 13 cups for men and 9 cups for women.
  13. Explore New Foods and Flavors - Add more nutrition and eating pleasure by expanding your range of food choices. When shopping, make a point of selecting a fruit, vegetable or whole grain that's new to you or your family. Choose a restaurant that features ethnic foods or find new flavors at community food festivals. Try different versions of familiar foods like blue potatoes, red leaf lettuce or basmati rice.

Adapted from the article “13 Health Tips for 2013” ([www.eatright.org/Public/content.aspx?id=6442474069](http://www.eatright.org/Public/content.aspx?id=6442474069)) by Academy of Nutrition and Dietetics staff registered dietitian nutritionists.

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This tip sheet is provided by: For a referral to a registered dietitian nutritionist and for additional food and nutrition information visit [www.eatright.org](http://www.eatright.org).

## DHRM's New Online Job Posting and Recruitment System

DHRM recently launched the State's new online job posting and recruitment system called State Jobs 2.0. Employees are encouraged to visit the site, find out how it works, create a job seeker account, and provide any feedback on how the site works for you and what could be improved. With this new system, you can expect to receive emails from the addresses listed below. These are legitimate email addresses associated with the State Jobs 2.0 system and are used to provide information to system users. Emails could be received from one or more of the following email addresses when a user account is created, passwords or user names are changed, a job is applied for, or a job offer is extended:

- @statejobs.utah.gov
- @neogov.com
- @governmentjobs.com

If you have any questions or suggestions, please contact human resources.



## Retirements

The following employees retired in January, February & March 2014. We would like to wish them the best of luck in all their future endeavors and thank them for all they have done for the hospital:

Susan Harris, Senior Psych Tech on ARTC retired with 16 years of service  
 Paul Cloward, Recreational Therapy Supervisor retired with 30 years of service  
 Elaine Ferris, Food Service Worker retired with 30 years of service  
 Greg Hullinger, Recreational Therapist on Northeast retired with 24 years of service  
 Susan Lindberg, Pharmacy Technician retired with 25 years of service  
 Judith Mulligan, Food Service Worker retired with 12 years of service

## Years of Service Awards

We would like to acknowledge the following employees for their dedicated service awarded January, February & March 2014:

### 30 Years

Vincent Price, Psych Tech  
 Jan Grant, Therapeutic Recreation Tech  
 Chris Metcalf, Director of Nursing

### 15 Years:

Madhu Gundlapalli, Clinical Director  
 Nolene Hood, Custodian  
 Shirley Branagan, RN

### 25 Years:

Patricia Reed, Caseworker

### 10 Years:

Starlina Crandal, Senior Psych Tech

### 20 Years:

Bruce James, Food Service Worker  
 Francesco Lepore, RN  
 Brad Cox, Warehouse Specialist  
 Colleen Garrett, Financial Analyst

### 5 Years:

Marsha Taylor, RN  
 Estee Gonzales, Psych Tech  
 Mark Mellor, Electrician  
 Carol Loumeau, Senior Psych Tech  
 David Boel, RN

## Spirit of Safety Awards

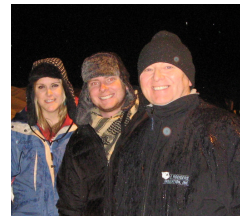
We would like to congratulate Tim Smittenaar, Laurel Keeler, Jake Jermain, Dan Gladden, Patsy Hancock, Sanghee (Sunny) Kweon, Melissa Baugh, Glenna Hardy, Melissa Brady, Mieshell Tanner, and Dr. Kent Roundy who received the Spirit of Safety Award from January through March. These are individuals whose intervention skills were recognized by their peers as having a positive impact on patient care. They each intervened in a difficult situation on their units to redirect or de-escalate a patient to avoid a critical incident from occurring. They are examples to all regarding the use of therapeutic interventions and excellent clinical skills. We want to encourage you to remember to submit your nominations to Marlow Plumb in Quality Resources. Supervisors and co-workers are encouraged to submit names of employees that demonstrate any of the following:

- ✿ Excellent decision-making and intervention skills which redirect a patient from acting out in a violent manner.
- ✿ Compassion and a Therapeutic approach which results in a patient being able to work through a difficult issue or situation and allows them to have positive outcomes in treatment.
- ✿ Effective De-escalation Skills which help to avoid violence and prevent a possible Injury, Seclusion and/or Restraint from occurring.
- ✿ Professionalism and Competence in regards to helping a patient avoid being Re-traumatized during a critical incident.



# Employee Tubing at Soldier Hollow

USH employees and their families enjoyed a night of tubing at Soldier Hollow on Friday, February 28<sup>th</sup>, 2014. Soldier Hollow is in Wasatch Mountain State Park near Midway and offers the longest tubing lanes in Utah. The hill has lengthy 1,200 foot sliding lanes with lift service for towing people up the hill and lights for night tubing. This activity was sponsored by the Employee Activity Committee.





## USH NEWSLETTER

Published by Utah State Hospital  
Dallas L. Earnshaw, Superintendent

### Contributions to this issue:

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### MISSION

USH provides excellent care in a safe and respectful environment to promote hope and quality of life for individuals with mental illness.

### VISION

Our vision is to enhance patient recovery through dedicated service, family and community networking, collaborative research efforts, and maximizing evidence based treatment practices.

### VALUES

- USH works to continuously improve quality of care.
- USH partners with patients and community to instill hope and reinforce an attitude of recovery.
- Dignity, respect, safety and integrity are the foundations of our therapeutic environment.  
*We earn trust through partnership with patients, family and community.*